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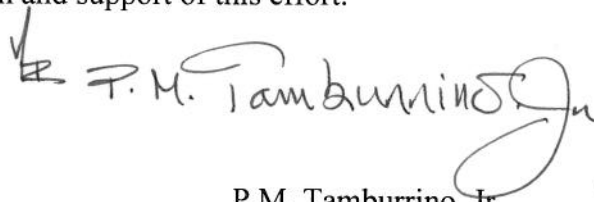
SUBJECT: Executive Development Programs for Senior Executives

I am pleased to provide an update on two new executive development programs in support of Senior Executive Service (SES) members across the Department of Defense (DoD). These new programs reflect the Department's commitment to lifelong learning and development for its civilian leaders. The two new programs are: (1) an enhanced orientation program for Senior Executives who are newly appointed to the SES corps or who are new to the Department, and (2) an executive program targeted to incumbents of, or candidates for, Tier 3 Executive positions within the Department which are, or may, be designated as "Enterprise Positions." We expect to launch both of these programs in CY2011.

Both of these programs support the DoD Directive 1403.03, "The Career Lifecycle Management of the Senior Executive Service Leaders Within the Department of Defense," which requires the deliberate development of SES members through a structured series of well-planned developmental and educational experiences. The DoD Executive Development Framework identifies a continuum for executive development and describes progressive levels of training for each of the three SES tiers.

In November 2010, staff from the DoD Senior Executive Management Office, in collaboration with the Component Executive Management offices, began work on the program design. Your input to the program design is essential. To that end, I am requesting you identify up to six executives from your Component to participate in focus groups and interviews to provide valuable input regarding the design and development of these executive development programs. Please provide the contact information for your participants to Mr. Scott Derrick in the DoD Senior Executive Management Office at [Scott.Derrick@cpms.osd.mil](mailto:Scott.Derrick@cpms.osd.mil) or (703) 696-1722. Your reply is requested by January 21, 2011.

The Department is fully committed to ensuring our civilian leaders have the skills to lead and operate effectively across organizational and functional boundaries. I thank you in advance for your participation and support of this effort.

  
P.M. Tamburrino, Jr.  
Deputy Under Secretary  
Civilian Personnel Policy

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Civilian Personnel Policy

*Thank you for your  
support in advance.*

  
12-28-10



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